



ROBERT BENTLEY
GOVERNOR

STATE OF ALABAMA
ALABAMA DEPARTMENT OF MENTAL HEALTH
NORTH ALABAMA REGIONAL HOSPITAL
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JIM REDDOCH
COMMISSIONER
RANDY PHILLIPS
FACILITY DIRECTOR

**ANNOUNCEMENT OF INTENT TO FILL A NON-MERIT POSITION
EQUAL OPPORTUNITY EMPLOYER**

JOB TITLE: Registered Nurse V (Director of Nursing) **NUMBER:** 12-08
JOB CODE: N6000 **DATE:** November 9, 2012
SALARY RANGE: 82 (\$59,517.60 -- \$90,724.80) **POSITION #:** 8834125
JOB LOCATION: North Alabama Regional Hospital
4218 Highway 31 South
Decatur, AL 35603

QUALIFICATIONS: Master's Degree in Nursing or a related field or another appropriate postgraduate degree, including considerable (48 months or more) experience as a Psychiatric / Mental Health Registered Nurse, with experience (24 months or more) in a supervisory or administrative capacity. **(Master's Degree in Nursing is preferred.)**

OR

Bachelor's degree in nursing and a written plan to obtain the Master's Degree in Nursing or a related field or another appropriate postgraduate degree, plus extensive (72 months or more) experience as a Psychiatric / Mental Health Registered Nurse, including considerable (48 months or more) experience in a supervisory or administrative capacity and experience in the care of the mentally ill.

NECESSARY SPECIAL QUALIFICATIONAS: Possession of current licensure as a Registered Nurse as issued by the Alabama Board of Nursing.

KIND OF WORK: This is professional and administrative work directing the Nursing Department at a state mental health hospital with responsibility for planning, developing, coordinating and supervising nursing services to ensure quality nursing care is provided in a safe and secure environment. Monitors quality of patient care and ensures that professional nursing care / practice standards are maintained. Serves on hospital committees and participates in meetings necessary to the efficient and effective operation of the hospital. Develops, implements, evaluate and revise nursing programs in order to promote the competency and active care of patients. Ensures Nursing Service is in compliance with JCAHO, CMS and departmental standards. Provides direct line supervision to nursing administrative / supervisory staff to include assignment of duties / responsibilities, performance appraisal, competency assessment, and corrective / disciplinary action. Analysis and prepare reports that facilitate improvement to active nursing care and delivery of services to patients. Collaborate with other disciplines in planning, coordinating and providing active

treatment programs for patients.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES: Clinically knowledgeable of human health and physiology and medical diagnoses (both general and psychiatric) and appropriate nursing assessments, interventions, monitoring and care processes necessary to maintain and/or improve the health of hospital clientele. Ability to effectively organize and direct staff and functions to achieve desired clinical and administrative outcomes. DON is expected to spend meaningful time each week (to include some nights and weekends) interacting with personnel and patients and observing/performing staff functions. Ability to develop effective, efficient policies/procedures/forms. Ability to establish a comprehensive and effective staff training program that not only promotes effective clinical/care processes and skills, but that also promotes the provision of compassionate, considerate and respectful interactions from staff to clients (i.e. promote customer service skills). Ability to establish an ongoing performance improvement monitoring program for assigned areas, to accurately interpret data derived therein and to implement timely and effective corrective measures. Vigilantly monitor staff performance and, when appropriate, initiate corrective measures through training and/or progressive discipline in order to maintain consistently high levels of individual and corporal performance. Display strong leadership traits such as initiative (self-motivated), persistence, interpersonal skills and goal accomplishment. Recognize that the leadership role of the DON is hospital-wide and not limited to assigned departments. Project leadership in meetings by offering ideas/solutions and assuming responsibility when appropriate. Knowledgeable of and compliant with Joint Commission, CMS, Alabama Department of Mental Health and NARH standards.

METHOD OF SELECTION: Applicants will be rated on the basis of an evaluation of their training, experience and education and should provide adequate work history identifying experiences related to the duties and minimum qualifications as mentioned above. All relevant information is subject to verification. ***Drug screenings and security clearances will be conducted on prospective applicants being given serious consideration for employment and whose job requires direct contact with patients.***

HOW TO APPLY: Use an official Application For Professional Employment which may be obtained from this office, any DMH facility Personnel Department, or online at www.mh.alabama.gov. Application should be returned to the Personnel Office, North Alabama Regional Hospital, 4218 US Highway 31 South, Decatur, Alabama 35603 by **UNTIL FILLED** in order to be considered for this position. Indicate your Alabama nursing licensure number on your application as directed. Current Alabama Board of Nursing licensure must be presented for inspection at time of interview. **An official copy of your academic transcript from the university or college from which you received your nursing degree(s) is required and must be forwarded directly by the university or college to the Personnel / Human Resources Department at the above address.**

“Only work experience detailed on the application form will be considered. Additional sheets, if needed, should be in the same format as the application. Resumes will not be accepted in lieu of an official application.”